

Diocesan Council Minutes
April 20, 2024
9:00 am at Diocesan House

Attending: The Rt Rev. Nicholas Knisely, Jim Segovis, the Rev. Peter Tierney, Olive Swinski, Bob Fye, the Rev. Julianne Hanavan, the Rev. Jack Lynch, Cheryl Abney, Phyllis Spaziano, Vicki Escalera

Absent: Margaret Clifton, the Rev. Benjamin Straley, the Rev. Christa Moore-Levesque, the Rev. Ed Beaudreau, Alison Huff, Ed Biddle

Staff: The Rev. Canon Dena Cleaver-Bartholomew, Kristin Knudson

Opening Devotion – Morning Prayer led by Bishop Knisely

Work Day – Activities led by Marisa Rainey of ECC.

Approval of Agenda –

Consent Agenda Approved

- Review Diocesan Council February minutes.
- Council on Finance recommendation:
 - Allocation of \$20,000 from the DRF to St. Elizabeth's Church for replacement windows and casements

Staff Reports

- Canon to the Ordinary – written report submitted.
 - Transitions work is particularly busy.
- Chief Financial Officer – written report submitted.

Finance Committee Report

- Treasurer - written report submitted.
 - A new controller has been hired.

Action Items

- Accept resignation of Beth Sherman, effective March 31
 - Motion to accept with deep regret, Olive, Bob seconded.
Approved.
- Request from Diocesan Property Working Group
 - It is hereby RESOLVED:
 1. That a commission of the Council is hereby established to investigate, study, recommend action for and manage the

process of the development of the Diocesan block on behalf of the Diocese.

2. That the commission be titled the “Diocesan Property Working Group” (“DPWG”) and that it be composed of the Bishop, the Chief Financial Officer, the Chancellor, the Director of Property Operations, and up to seven (7) additional individuals with relevant skills or professional experience appointed by the Bishop.
3. That the DPWG will report its actions and progress regularly to the Council and seek additional funding as may be needed.
4. That the DPWG have an initial working budget of \$20,000 (funds to be drawn from the Diocesan Resource Fund (DRF)), and that it is empowered to retain consultants and attorneys as it may deem necessary.

Resolution brought to floor by Jim, seconded by Peter. **Approved.**

- Memo from Elections Committee: Canons changes, for Convention agenda in 2025.
Struggling to fill positions, it is time to examine the canonical requirements for committee and commission population. Elections and Canons committees will need to work together.
- Resolution of support for St Mary’s Home for Children. Bishop and Chancellor to draft. DCYF has asked for a statement from the Diocese; it is not clear just what manner of ‘support’ is being asked for. A special meeting may be called for to vote this statement of support once the Chancellor has clarified the request. Charles Montorio-Archer (SMHFC) and Ashley Deckert (DCYF) will be asked to attend. A representative from the Office of the Child Advocate may be asked to address Council as well.
- West Buganda request
 - Building a maize mill, asking for \$8,500, from Global Mission Fund. Jim moved to approve request, seconded by Jack. **Approved.**

Bishop’s Time

Car purchase, Diocese of Morobo. Sports equipment purchase, Diocese of Ezo. The Bishop has been making donations from discretionary funds. A world mission task force is a goal of the bishop’s.

Motion to Adjourn: Phyllis, seconded by Jack, **Approved.**

Attachments:

Minutes of February Meeting
Canon's Report
CFO Reports
Treasurer's Reports
Financial Reports
DPWG Resolution
Election Committee Memo
W Buganda Project
Morobo materials

Canon's Report to Council April 2024

Transitions- The Transition Ministry Conference (TMC) is a network of 30 dioceses in The Episcopal Church. The most recent meeting was in March. Two clergy of the Diocese asked to be presented as seeking a new call outside the Diocese.

- St. Luke's, East Greenwich- The Rev. Tim Rich has announced his departure in June. I preached and led a Town Hall on the transition process April 14.
 - St. Michael's, Bristol- The Rev. Michael Horvath announced a new call. His last day is in June. I have been in conversation with the Warden and am meeting with the Vestry April 24.
 - Trinity Church, Newport- The Rev. Timothy Safford began serving as Interim April 1.
 - Saints Matthew and Mark, Barrington- The Rev. Alan Hesse concluded his ministry as part time PIC in February. I held the first transition workshop with the congregation on March 17 and the second will be April 21.
 - Trinity Church, Cranston- The Rev. Susan Wrathall is serving as Interim. I led the first transition workshop on March 3 and will facilitate the second workshop April 28.
 - Christ Church, Westerly- Fr. Anthony Dinoto serving as Interim. The Rector's position is posted and receiving names.
 - St. Mark's, Warwick – The Rev. John Alexander is serving as Interim. The Rector's position is posted and receiving names.
 - Holy Trinity, Tiverton- The Rev. Greg Prior began serving as Interim in February.
 - St. James, North Providence- The congregation is taking six months to prepare for discernment. I will meet with them June 2.
 - Ascension, Cranston- Is seeking a 1/3 time Associate for the English speaking congregation.
 - St. James, Woonsocket continues in discernment with St. Mark ELCA congregation. The congregations will vote on a possible co-location at the end of May.
 - St. Augustine's, Kingston- The Rev. Beth Sherman announced her retirement this coming July. The Bishop and a candidate for Vicar will meet with the Bishop's Committee in May.
 - St. Paul's, Wickford- The Vestry voted to call The Rev. Spencer Reece to serve as Rector. The Celebration of New Ministry is scheduled for May 8.
 - The Chapel of St. John the Divine- Held a Celebration of New Ministry with the Rev. Savannah Ponder, Priest-in-Charge, on April 16.
 - Several additional priests are in some phase of discernment.
1. Center for Reconciliation – The Absalom Jones Center for Racial Healing in the Diocese of Atlanta is offering Dismantling Racism Training that is recommended by colleagues. My thanks to Alison Huff for volunteering to take the training with me to assess whether it would be an alternative for us to offer lay leaders in the Diocese. We are signed up for the training in September.

The third clergy antiracism training will be held Thursday, April 25 at the diocesan offices. It will also include ECC staff members. We will use the same Becoming Beloved Community curriculum that Diocesan Council completed.

The CFR Advisory Board met on April 19. The group is working with an outline for relaunching a process to clarify the purpose and work of the CFR. More information will be forthcoming.

Ms. Kristin Knudson and I continue our work with the African American Ambassadors Group (AAAG). We meet occasionally with Mayor Smiley.

2. Congregational Development Commission- The CDC is hosting a Vestry Day on Saturday, April 27 from 9:00 a.m. to noon at Trinity Church, North Scituate to offer training for new and returning clergy, wardens, and Vestry or Bishop's Committee members. Registration is available here [Diocese of Rhode Island \(onrealm.org\)](https://dioceseofrhodeisland.org)

The CDC will host a Learn and Lead focused on Evangelism and Church Growth on Saturday, November 9, with the Rev. Dr. Hillary Raining as the keynote speaker and workshop leader. Please save the date.

The CDC is pleased to welcome The Rev. Savannah Ponder, who was appointed to fill an unexpired term made available when The Rev. Tim Watt moved to Nevada.

I served as a Trainer for the weekend version of the College for Congregational Development (CCD), Rochester April 4-6. The Rochester CCD has just announced that it has a new Director and will be offering a summer intensive training July 28-August 2 in Canandaigua, NY. Please speak to me if you are interested in learning more about the College.

CDC grants are available with an easy fillable application form found on the website <https://episcopalri.wufoo.com/forms/z13vscgg1fbjbvd/> Deacon Mary Ann Mello, Chair Patrick Greene, and shepherds are willing to assist churches who have questions.

3. Commission on Ministry- The COM will meet on Saturday, June 8 and will interview an Aspirant and a Nominee for the priesthood.

Delight Bucko from St. Augustine's, Kingston is a Postulant for the priesthood. She will attend Yale Divinity School this fall. Jae Rice, a Postulant who is completing a PhD, will also begin Yale Divinity School this autumn.

The Diocese has three Postulants in the Province One Deacons School: Tom Hobin, who began in April 2023, and Ron Bailey and Tom May, who began their studies in October 2023. All three are engaged in internships in local congregations.

Virginia Buckles was ordained to the priesthood February 22 at St. George's Chapel. Virginia is engaged in a priest mentorship with the Rev. Anne Bolles-Beaven at St. Columba's, Middletown, which began in February 2024.

Drake Douglas was ordained as a transitional Deacon in December. He is concluding his studies at Yale Divinity School and an internship at St. Peter's by the Sea, Narragansett. Drake is scheduled to be ordained to the priesthood on July 27 at Grace Church, Providence.

There are several Aspirants who are in discernment with congregations, and either are or will be working with Discernment Teams in 2024.

4. Finance, Compensation and Benefits- The Compensation and Benefits guidelines for clergy compensation, health and dental insurance for 2024 are posted on the diocesan website, along with a Frequently Asked Questions (FAQ) information page [Diocesan-Health-and-Dental-FAQs-updated-11.8.23.pdf \(episcopalri.org\)](#)

I continue to attend Commission on Finance meetings and meet regularly with the CFO. I have had the opportunity to interview candidates for the Controller position.

5. Legal concerns- I serve as staff liaison for the Diocesan Committee on Canons and present Resolutions from the Committee for Convention. I also work with the Vice Chancellor for Human Resources to address HR concerns as needed.
6. Diocesan Staff- CFO Ed Biddle is interviewing candidates for Controller. Joan DeCelles has agreed to stay on part time through December. Elizabeth Higginbotham is serving as Event Coordinator for diocesan events. The staff meets regularly and has a quarterly meeting to address planning and shared calendar information. As Chief of Staff, I work with staff members to update position descriptions for everyone on the Bishop's staff and conduct performance evaluations. The Bishop has rescheduled his sabbatical for December 2024-March 2025. I will schedule my sabbatical after he returns.
7. Pastoral Care- The Bishop, Deacon Mary Ann Mello, and I respond to pastoral care needs and requests.
8. Title IV- The Episcopal Church updated its Title IV resource page in response to increase transparency. The new page may be found here [Title IV for Bishops – The Episcopal Church](#) I serve as the Case Manager for Title IV concerns, working with the Reference Panel and Province One colleagues.
9. Safe Church- The Rev. Craig Swan and The Rev. Mary Ann Mello offer Safe Church training for lay leaders in the Diocese.

10. Clergy and congregational concerns- Offering workshops, webinars, and resources in response to the expressed needs of clergy and congregations. Responding to the needs and concerns of clergy and congregations.
11. Churches- I preached and celebrated for Palm Sunday at Trinity, Newport. I led transition workshops for St. Mark's, Warwick; Trinity, Cranston; and Saints Matthew and Mark, Barrington with more to come. I preached and led a Town Hall at St. Luke's, East Greenwich April 14 and attended the Celebration of New Ministry for The Rev. Savannah Ponder at The Chapel of St. John the Divine in Saunderstown on April 16.
12. Diocesan Clergy- The Rev. Maggi Dawn led a clergy spiritual retreat on March 16 at St. Columba's, Middletown and signed the Oath of Conformity, thereby becoming a priest in The Episcopal Church. The Bishop has named her Diocesan Theologian. This is the first of new series of quarterly clergy spiritual retreats, introduced following the positive feedback received after the December retreat. The next one will be led by The Rev. Jennifer Zogg and is on June 12 from 10 am – 2 pm at Church of the Epiphany, Rumford. There was a Diocesan Chrism Mass on Tuesday, March 26 at St. John's, Barrington.
13. Province One- I am coordinating a Province One Zoom event celebrating the life and ministry of The Rev. Pauli Murray and led by her niece, Ms. Rosita Stevens-Holsey, on Thursday, May 23. Pauli Murray was, among many amazing things, the first Black woman ordained to the priesthood in the Episcopal Church. Her feast day is July 1 [Pauli Murray, Priest, 1985 – The Episcopal Church](#)
14. The Province One Canons will gather in Lenox, MA May 15-17.
15. Episcopal Church- I am a Deputy to General Convention 2024 and have been appointed to the House of Deputies Congregational Vitality and Data-Driven Initiatives Legislative Committee. The Chair of the Deputation is the Rev. Patrick Greene. The Deputies meet as needed on Zoom.

The Rev. The Canon Dr. Dena Cleaver-Bartholomew+

Finance and Property Operations (CFO Report)

April 2024

1. Diocesan Council Update

Diocesan Council next meets April 20. There was no meeting held in March due to Holy Week

2. Budget 2025

The 2025 Budget will be presented to Convention on Saturday October 26. Budget cycle Commission on Finance meetings are scheduled for July 11, August 8, September 12, and October 10. Two Diocesan-wide information sessions will be held this year, Tuesday September 10 (by Zoom) and Wednesday September 11 (in-person). Diocesan Council meets September 25 and October 23.

3. Succession Planning

A new part-time bookkeeper, Barbara Stevenson, began October 10, 2023 . She is working closely with Joan in the Finance Office. The position of Controller of the Diocese has been posted on the Diocesan Website and on Indeed (see attached materials). The CFO and Treasurer will interview first-round candidates for this important position. Please forward any names of potential candidates as the market for accounting professionals is a tight one at present. We have seen a few qualified candidates already.

4. Treasurer Training

The first Treasurer's Roundtable in 2024 was held March 4. This featured Steve Follos and Lianne Limoli of Church Insurance. The renewal date for our insurance policies in the Diocese of Rhode Island is changing from April to November this year. This is in response to concerns by Church Treasurers that the April date makes it difficult to budget (9 months at a rate set during the current budget year). With this change it will only be 2 months. Although increases this year are large, the premium rate quoted is good for 19 months unless a claim occurs within the April to November 2024 period. CFO to continue to work with Treasurer to develop training since this is a "pinch point" for many congregations.

5. Thrivent Line of Credit

The Thrivent Credit Committee has recommended a new covenant to replace the one that stated “Investment returns for current operations cannot exceed 7% of the prior year-end endowment balance” with “Endowment Fund balance cannot decline 15% or more in any given year based on the prior 3-year average balance of the endowment. Endowment balance calculation to use FYE audited statements when calculating the covenant”. The prior language was deemed unsuitable due to the decline in market value for year-end 2020.

Maintenance of a certificate of deposit at Thrivent for \$150,000 allows us to avoid a fee for lack of utilization (in lieu of interest) of \$5,000 annually for the \$1.5 million line of credit. On September 25 an 8-month CD at a promotional rate of 4.5% was purchased. This matures at the end of May 2024.

6. Investments of Excess Liquidity

As approved by the CoF in the March 2023 meeting, the CFO is authorized to invest excess liquidity in a variety of safe short-term instruments including bank overnight sweep, certificates of deposit (CDs), or US Treasury Securities (Treasuries) in consultation with the Treasurer. On February 5, \$363,581 was invested in a short-term Treasury Note maturing 4/30/2024 yielding approximately 4.7%. A higher amount may be invested at this roll-over date reflecting higher free cash balances.

7. Endowment Attorney Review

Elizabeth Manchester represented us in our successful petition to expand the use of the Widows, Orphans and Clergy (WOC) restricted assets. Final Judgment and Order was issued after the hearing held on October 12, 2023. The purpose as now modified appears below:

- a) Continue to provide support to widows, children of deceased clergy, and infirmed clergy as the highest priority and primary allocation of funds, and
- b) Apply residual distribution of funds in excess of priority (a) to offset the health (including medical and dental) contribution cost and the pension assessment cost for active Diocesan clergy staff.

8. Grants and Loans Update

Reverend Tim Rich is leading a working group to consider, on behalf of Diocesan Council, our congregational support model. There are three programs included in Grants and Loans: Diocesan Resource Fund (DRF) Grants, Congregational Development Commission (CDC)

Grants, and Revolving Loans. Since 2020, requests for any of these are directed to a portal on the Diocesan website called Grants and Loans.

The **DRF** was established in 2010 with funds that had been generated from the closure and sale of church assets. It now contains approximately \$4.5 million. At a special meeting of Diocesan Council held 10/19/10 it was resolved:

That the Diocese of Rhode Island hereby creates a fund to serve as an endowment fund to which the Diocese shall transfer funds from the closure of parishes and missions as set forth below:

Diocesan Resource Fund. The Diocesan Resource Fund shall hold funds from the closure of parishes and missions for the specific purpose of congregational development, especially the acquisition or development of church facilities, in accordance with policies that may be adopted by Convention or Diocesan Council.

CDC funds contain monies donated by many individuals (approximately 20), going back to the 19th century. It now contains approximately \$2.1 million. Although a distinction had historically been made between amounts available for missions and parishes, legal work performed by Elizabeth Manchester on the original language in the bequests indicates that no distinction needs to be drawn between the two, and the funds can be administered as one fund.

The **Revolving Loan Fund** was started in the early 1970s with original investments of between \$5,000 and \$10,000 per year from the Diocesan budget. The original funding amount of \$32,000 was added to with proceeds from sales of property and a few small legacies. It now contains approximately \$1.6 million and the current amount of loans is approximately \$425,000, indicating a total value of over \$2 million. Prime minus one percent is the standard rate. Prime is currently 8.5%.

2023 Activity. Late applications for Diocesan Resource Fund (DRF) grants required a late December appropriation to satisfy all requests for 2023. Congregational Development Commission (CDC) allocated fully its budgeted figure for 2023.

2024 Activity: Initial allocation for DRF allocation for congregational grants was \$110,000. Currently available funds of \$71,842 reflect the return of \$4,742 of excess funds from Christ Church Lincoln from a 2023 grant where the full grant amount was not required to complete the project. Revolving Loan Fund requests have recently been low, probably due to the increase in rates.

9. Diocesan Property Working Group

Participants in the Diocesan Property working group (originally Diocesan Block Working Group) have agreed to continue to act as sounding board for property issues and are considering adding new members.

Portfolio of property requires differentiated strategy. Efforts will be on identifying highest ministry-aligned use, cost recovery, and generating and allocating limited capital. Land use alterations under consideration such as curb cut on Church Avenue and off-street parking behind Benefit Street houses.

While the group was initially started as an ad hoc working group, a formal mandate from Diocesan Council is expected when it meets April 20. Additionally, CoF Chair Jim Segovis has joined the group.

Benefit Street Properties

#	AKA	Sq. Feet.	Use	Occupancy	Mission
62	Amos Allen House	2,763	Office	Vacant	Pending
66	Clarke- Slater House	Incl in HH	Office	BD and WB	Hallworth House use
74	14 Star Street (moved)	3,060	3 apts	1/3	Edwards
78	Thomas Burgess	3,522	3 apts	1/3	Edwards
80	Peleg Brown	2,991	5 apts	3/5	Edwards
84	Josiah Crooker	4,410	4 apts*	4/4	Edwards
88	Sara Helen Whitman Residence	3,861	5 apts	4/5	Edwards

*one additional apartment finished, but no longer in use.

Sites requiring specific attention are listed on the following pages:

Amos Allen House (62 Benefit Street)

Property sustained significant interior damage due to heating pipe (baseboard water) freeze. First release of insurance funds of \$97,267.32 received with balance as a reimbursement to

cost of construction. Project in planning and development phase, 1974 Zoning Agreement indicates return to R1 (single family residential) use. Episcopal Housing Foundation of Rhode Island (EHFRI) met November 28. From the funds remaining under its control, EHFRI granted the Diocese \$450,000 for investments in this property with any balance to be used for the Diocesan Block.

Church of the Beloved and Rectory, 158 Broad Street, Pascoag

This property was the subject of legal action dismissed by the RI Supreme Court. The cloud on the title has been cleared, and leases or sales are now possible. A one-year lease for the Rectory (“the Vicarage”) was signed in May 2023 with a local resident who has some maintenance credentials, useful since the property has been vacant for some time. .

ECC

Solar Energy Project permitting has been completed by Town of Gloucester. There is capacity available to bring on additional end users to meet size of credit production pool. Contractually, this is an obligation of RER (our development partner).

Hallworth House (66 Benefit Street)

Westbay Community Action and the State of RI Dept of Health operating Medical Respite pilot program with areas reserved for Quarantine and Isolation (Q&I). Current six month agreement expires 6/30/24. A night watchperson service has been introduced for the Diocesan Block with the cost split 50/50 with Westbay (our share \$5,000 per month). In mid-January Westbay replaced its security service contractor. This has been a difficult area of Hallworth House operations.

May House and May Cottage

Roof repairs, siding and paint were completed in summer 2023 at the cost of \$44,102.68 charged to DIT 609 Hope Brown Russell Fund (Surplus). Kitchen cabinets and surfaces need replacement and final specifications and estimates are in process. \$35,000 was approved by the CoF for this use from the 2020 budget surplus (see November 2020 Minutes). A project to upgrade plantings is also being scheduled for growing season.

St Georges (San Jorge) Central Falls

San Jorge is now worshipping at St Luke’s Pawtucket, holding services there beginning December 3, 2023. All outstanding financial obligations to the Diocese have been fully

satisfied. Meetings have been held with State of Rhode Island, Central Falls School District, and CF Mayor to discuss future of the building. Heating system and chimney upgrades are required before full cold weather occupancy can be supported.

St John's Cathedral Church Providence

Synod Hall requires HVAC upgrade to allow heating season usage. Doors into the lower level would improve thermo-dynamics. Estimates have been obtained. The Cathedral Chapter may apply for a Diocesan Resource Grant for the doors.

Markus Berger renewed lease for the Thomas Upjohn-designed addition (the Library). His RISD-associated group assembles artwork from discarded objects. There is leakage associated with a lack of flashing around the chimney in the occupied area and this has damaged interior plaster. Furnace and chimney repairs have been made.

St Mary's Episcopal Church and Rectory, 81 Warren Avenue, East Providence

Bread of Life (Pastors Rudy and Latoya Moseley) have leased the church and rectory with long-term interest in acquiring both for their congregation. Parking area on opposite side of Warren Avenue has been approved with funding from the State – now in the RFP process. The shutdown of the Washington Bridge and Warren Avenue exit had an impact on the neighborhood and Bread of Life's operations, but now they are nearly back to normal. Effective 2024, St. Mary's Episcopal Church East Providence (RI Corporation) was legally dissolved by the Chancellor.

Diocesan Treasurer's Report for April 2024

2024 Budget-to-Actual Results:

I am grateful to Joan DeCelles for preparing the budget-to-actual financial report on which this extract is based. Quarterly Diocesan Investment Trust dividends posted in March, accounting for the big increase in year-to-date revenues and net surpluses vs. deficits.

	<u>Mar 2024 YTD</u>	<u>Feb 2024 YTD</u>	<u>Jan 2024 YTD</u>	<u>Dec 2023 YTD</u>
Operating revenues	\$1,115,059	\$617,254	\$349,360	\$4,446,903
Operating expenses	942,883	688,979	364,830	4,170,828
Operating surplus/(deficit)	172,176	(71,725)	(15,470)	276,075
Non-operating revenues	108,974	341	208	650,264
Non-operating expenses	80,999	30,423	14,876	320,180
Non-operating surplus (deficit)	27,975	(30,082)	(14,668)	320,083
Combined surplus/(deficit)	200,150	(101,807)	(30,138)	606,158
Total assets	\$46,646,902	\$46,371,590	\$46,446,017	\$46,060,097

To-do list (= finished; *italics* = activity/progress since last report)

- *Work with CFO on Controller staffing plan, job description(s), and position search.*
- *Plan and offer training at Diocesan Vestry Day on April 27th.*
- *Meet with leaders of church(es) interested in exploring a shared bookkeeping services pilot. (Thanks to COF members Elaine Burress and Jane Peach for their interest and help with this!)*
- Update and issue annual reporting and audit requirements to churches.
- *Schedule and conduct 10 monthly Treasurers' Roundtable meetings in 2024.*
- *Engage audit firm for audits of the DIT and Diocesan annual financial statements.*
- Respond in writing to the auditor's management letter comments; take planned actions.
- Meet with the Committee on Audit and Risk Management to review insurance coverage and other risk management issues, including responses to management letter comments.
- *Compile & share data from church treasurers re: accounting systems, payroll services, etc.*
- Develop & issue model chart of accounts.
- Issue calendar/check list of church treasurers' responsibilities.
- Develop a Classified Net Assets Worksheet regarding Council-designated funds; with the CFO, develop related motions for Council action. *(Thanks to COF member Andrew Faulkner for offering to help!)*
- Revise Fiduciary Responsibility Checklist (provided to churches circa 2016).
- *Upon request: Respond to church leaders seeking advice on accounting and auditing matters.*

Respectfully submitted,

Vicki Escalera

April 7, 2024

Resolution of Diocesan Council (“Council”)

It is hereby RESOLVED:

1. That a commission of the Council is hereby established to investigate, study, recommend action for and manage the process of the development of the Diocesan block on behalf of the Diocese.
2. That the commission be titled the “Diocesan Property Working Group” (“DPWG”) and that it be composed of the Bishop, the Chief Financial Officer, the Chancellor, the Director of Property Operations, and up to seven (7) additional individuals with relevant skills or professional experience appointed by the Bishop.
3. That the DPWG will report its actions and progress regularly to the Council and seek additional funding as may be needed.
4. That the DPWG have an initial working budget of \$20,000 (funds to be drawn from the Diocesan Resource Fund (DRF)), and that it is empowered to retain consultants and attorneys as it may deem necessary.

Request from the Committee on Elections to Diocesan Council- March 2024

The Committee on Elections is asking Diocesan Council to review the way in which diocesan committees* are populated and the number of people needed to serve.

BACKGROUND

- The Committee on Elections (outlined in Canon 2.7) is responsible for finding nominees for vacancies on committees. Historically, the committee has found nominees for positions that are elected by Diocesan Council or Convention. In recent years, the committee has also helped to find people to serve in positions that are appointed and/or nominated by the Bishop.
- According to diocesan canons, there are 16 groups (committees/commissions/other) that need to be populated. The selection process and the number of people for each group can be found in the canon that is pertinent to each group. The canons state that some of these groups are committees of Convention, a few are committees of Diocesan Council, and others are committees that stand alone.
- The canon for each group defines how it is populated. The various ways to fill these positions are: appointed by the Bishop, nominated by the Bishop and confirmed by Diocesan Council, appointed by the Bishop with the consent of Diocesan Council, appointed by the Bishop and confirmed by Convention, nominated by Diocesan Council then elected by Convention, elected by Convention.
- There are a total of 103 people needed to fill all of the positions for these 16 groups. Of these, 52 are appointed positions and 51 are elected.
- The canons outline the terms for some positions as well as the date a term is to begin. Some begin at the time of Convention, some 60 days after Convention and some begin on Feb. 1.

In recent years, it has been a challenge to find people willing to fill all of these positions. There are several reasons for this:

- Churches are smaller and members are older and less willing to serve on committees.
- About half of the congregations have part-time clergy. Their paid hours are dedicated to their congregational work and they may not have extra hours for committees.
- Many of the part-time clergy are retired from full-time work and are serving as priests-in-charge. They have less interest in being on committees.
- In this post-pandemic era, people have new work habits, families have different routines and volunteerism has declined.

The Committee on Elections would like Diocesan Council to study this issue. It is probably time to revise the canons that describe the work of these groups, how they are populated and how many people are needed to serve. In addition to the committees and commissions outlined in the canons, there are other boards (ECC, Charities, CFR, etc.) and task forces (Creation Care) that are filled by members of the diocese. Many serving on these boards do not want to be on another committee.

Moving forward, it would be beneficial to have revised canons that reflect the current state of our diocese. If you have questions, please contact one of the members of the committee listed below.

*the word "committee" is used to include commissions and other groups outlined in the canons

Committee on Elections

Ms. Phyllis Spaziano phyllisspaziano@gmail.com

Mr. Stan Schofield sws53@cox.net

The Rev. Bettine Besier bettinebesier@gmail.com

The Diocese of Rhode Island
Balance Sheet
February 2024

Accounts

Assets		
Current Assets		
Cash	2,359,226	
Receivables	31,393	
Revolving Loans	376,853	
Total Current Assets		2,767,472
Fixed Assets		
Land & Building	13,940,642	
Less Accumulated Depreciation	(4,154,263)	
Equipment	263,643	
Less Accumulated Depreciation	(226,176)	
Total Fixed Assets		9,823,845
Other Assets		
Investments (DIT)	33,780,272	
Total Other Assets		33,780,272
Total Assets		46,371,590
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Liabilities, Fund Principal, & Restricted Funds		
Liabilities		
Reserves		127,827
Reserves Edwards Homes		4,206
Total Liabilities		132,033
Fund Principal		
Fund Balance	2,524,696	
Investment Fund Balance	34,298,415	
Property & Equip Fund Balance	9,416,446	
Total Fund Principal		46,239,557
Total Liabilities, Fund Principal, & Restricted Funds		46,371,590

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 February 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Revenues				
1. CONGREGATIONAL DEVELOPMENT				
Congregational Development	0	0	0	84,737
Church Beyond the Walls	6,676	6,905	229	41,430
Diocesan Resource Fund				
Advent	0	0	0	0
Church of the Beloved	2,030	2,083	53	12,500
St. Mary's Church & Rectory EP	11,600	0	(11,600)	0
Endowment, etc	0	0	0	170,991
Total Diocesan Resource Fund	13,630	2,083	(11,547)	183,491
Discernment & Formation				
Commission on Ministry	0	155	155	928
Deacon Formation	0	0	0	1,200
Total Discernment & Formation	0	155	155	2,128
College&Creation Care Ministry	0	5,667	5,667	46,224
Education & Training	0	0	0	329
Total 1. CONGREGATIONAL DEVELOPMENT	20,306	14,810	(5,497)	358,339
2. YOUTH & FAMILY				
EPISCOPAL CONFERENCE CENTER	107,287	122,746	15,459	617,247
GRANT HOUSE	0	206	206	14,914
YOUTH MINISTRY	0	1,050	1,050	6,700
Total 2. YOUTH & FAMILY	107,287	124,002	16,715	638,861
3. OUTREACH & ADVOCACY				
GRANT PROGRAMS				
Episcopal Charities	46,941	46,333	(607)	462,280
Susan Hudson Endowment	0	0	0	37,900
Development Fund	0	0	0	0
Global Outreach/MDG	0	0	0	512
Eleanor Slater Center	0	0	0	0
Total GRANT PROGRAMS	46,941	46,333	(607)	500,692
Total 3. OUTREACH & ADVOCACY	46,941	46,333	(607)	500,692
4. OFFICE OF THE BISHOP				
EPISCOPATE SUPPORT	0	0	0	86,691
COMMUNICATION REVENUE	240	328	88	3,092
Total 4. OFFICE OF THE BISHOP	240	328	88	89,783
6. GOVERNANCE				
APPORTIONMENT INCOME	286,332	275,000	(11,332)	1,650,000
DIOCESAN CONVENTION	0	0	0	0
DIOCESAN OPERATIONS	8,267	11,545	3,278	316,532
Total 6. GOVERNANCE	294,599	286,545	(8,053)	1,966,532
7. OTHER				
EDWARDS HOMES				

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 February 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Rental Revenue	14,943	16,873	1,930	101,236
DIT Revenue	0	0	0	64,694
Other Revenue	0	0	0	0
Total EDWARDS HOMES	<u>14,943</u>	<u>16,873</u>	<u>1,930</u>	<u>165,930</u>
HALLWORTH HOUSE	132,132	130,557	(1,576)	801,340
CENTER FOR RECONCILIATION				
Grants	0	500	500	3,000
Donations	0	0	0	0
Miscellaneous	0	0	0	0
Program	0	0	0	0
Total CENTER FOR RECONCILIATION	<u>0</u>	<u>500</u>	<u>500</u>	<u>3,000</u>
PARISH FUNDS	0	0	0	0
DIOCESAN ALTAR GUILD	0	0	0	0
REVOLVING LOAN FUND	806	1,217	411	7,304
Total 7. OTHER	<u>147,881</u>	<u>149,147</u>	<u>1,265</u>	<u>977,574</u>
Total Revenues	<u><u>617,254</u></u>	<u><u>621,165</u></u>	<u><u>3,911</u></u>	<u><u>4,531,781</u></u>

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 February 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Expenses				
1. CONGREGATIONAL DEVELOPMENT				
Congregational Development	5,414	14,123	8,709	84,737
Church Beyond the Walls	6,874	6,905	31	41,430
Diocesan Resource Fund	64,589	30,582	(34,007)	183,491
Hispanic Ministry				
San Jorge	16,918	7,466	(9,452)	38,536
Iglesia de Ascension	8,714	8,712	(2)	52,274
Total Hispanic Ministry	25,632	16,178	(9,454)	90,810
Discernment & Formation				
Commission on Ministry	1,275	0	(1,275)	3,000
Deacon Formation	0	0	0	1,200
Total Discernment & Formation	1,275	0	(1,275)	4,200
College&Creation Care Ministry	8,333	12,333	4,000	74,000
Education & Training	2,677	0	(2,677)	12,000
Total 1. CONGREGATIONAL DEVELOPMENT	114,794	80,121	(34,673)	490,668
2. YOUTH & FAMILY MINISTRY				
Episcopal Conference Center				
Personnel	89,332	83,439	(5,894)	538,054
Program	4,820	7,470	2,650	195,306
Buildings & Grounds	16,617	24,761	8,144	154,016
Grant House	1,621	2,614	993	14,914
Capital Campaign	1,267	1,268	0	7,605
Total Episcopal Conference Center	113,658	119,551	5,892	909,895
City Camp	0	2,695	2,695	29,500
Youth Ministry	0	0	0	6,700
Total 2. YOUTH & FAMILY MINISTRY	113,658	122,246	8,588	946,095
3. OUTREACH & ADVOCACY				
Episcopal Charities				
Staff & Consultants	15,234	15,166	(68)	83,402
Operating Expenses	1,180	5,275	4,095	31,650
Campaign Expenses	504	368	(136)	13,228
Grants	10,000	6,304	(3,696)	334,000
Total Episcopal Charities	26,919	27,113	195	462,280
Susan Hudson Endowment	0	0	0	37,900
Development Fund	0	0	0	0
Global Outreach/MDG	0	6,859	6,859	12,800
Eleanor Slater Center	1,280	(17)	(1,297)	0
Companion Diocese	0	0	0	0
Total 3. OUTREACH & ADVOCACY	28,199	33,956	5,757	512,980
4. OFFICE OF THE BISHOP				
Bishop				

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 February 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Salary, Housing, Benefits	44,417	45,097	680	205,014
Travel & Professional	4,537	2,628	(1,909)	15,771
Entertainment & Business	740	1,705	964	10,228
Chancellor's Conference	0	0	0	500
Bishop's Search Process	0	0	0	0
Deacons	939	1,116	177	1,479
Total Bishop	50,634	50,547	(88)	232,992
Bishop's Senior Staff				
Executive Assistant				
Salary, Housing, Benefits	18,507	17,574	(934)	92,897
Travel & Professional	967	0	(967)	1,256
Total Executive Assistant	19,475	17,574	(1,901)	94,153
Canon to the Ordinary				
Salary, Housing, Benefits	32,234	31,176	(1,057)	119,331
Travel & Professional	1,269	1,027	(242)	8,161
Total Canon to the Ordinary	33,502	32,203	(1,299)	127,492
Communications Director				
Salary, benefits	0	0	0	0
Travel & Professional	0	223	223	2,336
Consultants, Interns	0	0	0	70,000
Total Communications Director	0	223	223	72,336
Total Bishop's Senior Staff	52,977	50,000	(2,977)	293,981
Total 4. OFFICE OF THE BISHOP	103,611	100,546	(3,065)	526,973
5. ADMINISTRATION & FINANCE				
Personnel: Salary & Benefits				
Diocesan Administrator	14,856	10,372	(4,484)	53,235
Chief Financial Officer				
Salary & Benefits	33,341	32,051	(1,290)	170,245
Travel & Professional Expense	196	167	(30)	1,000
Total Chief Financial Officer	33,538	32,218	(1,320)	171,245
Consultants	1,290	8,838	7,548	53,030
Finance Director	23,882	22,606	(1,276)	119,019
Finance Bookkeeper	2,258	1,918	(340)	9,838
Maintenance Staff	28,013	24,547	(3,465)	94,082
Total Personnel: Salary & Benefits	103,837	100,500	(3,337)	500,449
Building & Grounds	43,402	18,467	(24,935)	109,757
Communications				
Communications Equipment	0	458	458	3,250
Website & Advertising	1,935	1,333	(602)	8,000
RISEN	400	0	(400)	1,350
Total Communications	2,335	1,792	(543)	12,600
Equipment	7,623	10,172	2,549	86,033

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 February 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Office Expense	6,939	6,849	(90)	41,474
Other Expenses	2,151	36,749	34,598	220,492
Total 5. ADMINISTRATION & FINANCE	<u>166,286</u>	<u>174,528</u>	<u>8,242</u>	<u>970,805</u>
6. GOVERNANCE				
Governing Bodies				
Meetings	0	0	0	450
Total Governing Bodies	<u>0</u>	<u>0</u>	<u>0</u>	<u>450</u>
Diocesan Convention				
Program	1,500	0	(1,500)	5,000
Total Diocesan Convention	<u>1,500</u>	<u>0</u>	<u>(1,500)</u>	<u>5,000</u>
Registrar/Historian	0	0	0	0
Triennial General Convention	2,750	2,750	0	16,500
Episcopal Church Assessment	44,500	44,500	0	267,000
Province 1 Synod Assessment	2,438	1,625	(812)	9,750
Diocesan Memberships & Dues	0	0	0	0
Total 6. GOVERNANCE	<u>51,188</u>	<u>48,875</u>	<u>(2,313)</u>	<u>298,700</u>
7. OTHER				
Edwards Homes				
Building & Grounds	28,347	26,471	(1,875)	158,828
Other Expense	1,167	1,184	17	7,102
Total Edwards Homes	<u>29,514</u>	<u>27,655</u>	<u>(1,859)</u>	<u>165,930</u>
Hallworth House	81,284	82,781	1,497	570,763
Center for Reconciliation				
Salaries & Benefits	0	0	0	0
Administrative Expenses	0	500	500	3,000
Program Expenses	0	0	0	0
Total Center for Reconciliation	<u>0</u>	<u>500</u>	<u>500</u>	<u>3,000</u>
Salary Adjustment Pool	0	6,118	6,118	31,815
Bad Debt Apportionment	0	0	0	6,000
Diocesan Altar Guild	0	0	0	0
Depreciation - Property	445	445	0	2,669
Total 7. OTHER	<u>111,243</u>	<u>117,499</u>	<u>6,256</u>	<u>780,177</u>
Total Expenses	<u>688,979</u>	<u>677,772</u>	<u>(11,207)</u>	<u>4,526,398</u>
Net Operating Total	<u>(71,725)</u>	<u>(56,606)</u>	<u>15,118</u>	<u>5,383</u>

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 February 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Non-Operating Revenue				
CONGREGATIONAL DEVELOPMENT				
Congreg Develop - Parishes	0	0	0	0
Congreg Develop - Missions	0	0	0	0
Diocesan Resource Fund	0	0	0	0
Mudrak Fund	0	0	0	12,356
Commission on Ministry	0	0	0	2,072
College Ministry & Chaplaincy	0	0	0	0
Education & Training	0	0	0	0
Total CONGREGATIONAL DEVELOPMENT	0	0	0	14,428
YOUTH & FAMILY				
Episcopal Conference Center	279	0	(279)	22,224
Grant House	0	0	0	0
Total YOUTH & FAMILY	279	0	(279)	22,224
OUTREACH & ADVOCACY				
Episcopal Charities	0	0	0	0
Millenium Development Goals	0	0	0	0
Total OUTREACH & ADVOCACY	0	0	0	0
OFFICE OF THE BISHOP				
Episcopate Support	0	0	0	0
Canon to the Ordinary	0	0	0	148
Total OFFICE OF THE BISHOP	0	0	0	148
BISHOP'S FUNDS				
Bishop's Discretionary Fund	62	4,120	4,059	45,787
Shippee Fund	0	0	0	95,300
Gammell Fund	0	1,833	1,833	11,000
Dunning Trust	0	0	0	5,960
McSparren Lee Fund	0	0	0	33,973
Total BISHOP'S FUNDS	62	5,953	5,892	192,020
COMMUNICATION	0	0	0	0
DIOCESAN OPERATIONS	0	0	0	21,325
CUSTODIAL FUNDS				
Parish Funds	0	(619)	(619)	0
Hallworth House	0	(7,753)	(7,753)	(46,517)
Church Trust Funds	0	0	0	8,545
Edwards Homes	0	0	0	0
Old Narragansett Church	0	0	0	16,980
Total CUSTODIAL FUNDS	0	(8,372)	(8,372)	(20,992)
RESTRICTED USE FUNDS				
Sacred Music Fund	0	0	0	3,944
Retired Clergy Families	0	0	0	138,860
Total RESTRICTED USE FUNDS	0	0	0	142,804

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Summary
February 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
REVOLVING LOAN FUND	0	0	0	0
MISSION PROPERTIES	0	445	445	2,669
Total Non-Operating Revenue	<u>341</u>	<u>(1,973)</u>	<u>(2,314)</u>	<u>374,626</u>

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 February 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Non-Operating Expenses				
CONGREGATIONAL DEVELOPMENT				
Mudrak Fund (Hearing Impaired)	0	3,785	3,785	12,356
Total CONGREGATIONAL DEVELOPMENT	<u>0</u>	<u>3,785</u>	<u>3,785</u>	<u>12,356</u>
BISHOP'S RESTRICTED FUNDS				
Bishop's Discretionary Fund	12,183	3,500	(8,683)	45,787
Shippee Fund	7,967	14,643	6,676	95,300
Gammell Fund	0	1,833	1,833	11,000
Dunning Trust	0	0	0	5,960
McSparren Lee Fund	9,250	0	(9,250)	20,102
Total BISHOP'S RESTRICTED FUNDS	<u>29,400</u>	<u>19,977</u>	<u>(9,423)</u>	<u>178,149</u>
CUSTODIAL FUNDS				
Parish Funds	0	0	0	0
Church Trust Funds	0	0	0	8,545
Old Narragansett Church	408	1,480	1,072	16,980
Total CUSTODIAL FUNDS	<u>408</u>	<u>1,480</u>	<u>1,072</u>	<u>25,525</u>
RESTRICTED FUNDS				
Sacred Music Fund	0	0	0	3,944
Retired Clergy & Families	615	0	(615)	0
Total RESTRICTED FUNDS	<u>615</u>	<u>0</u>	<u>(615)</u>	<u>3,944</u>
REVOLVING LOAN	<u>0</u>	<u>0</u>	<u>0</u>	<u>7,304</u>
Total Non-Operating Expenses	<u>30,423</u>	<u>48,385</u>	<u>17,962</u>	<u>380,009</u>
Net Total	(101,807)	(106,964)	(5,158)	0

The Diocese of Rhode Island
 Revenues & Expenses One Page
 February 2024

Accounts	MTD Actual	YTD Actual	YTD Budget	Annual Budget 2024
Revenues				
1. CONGREGATIONAL DEVELOPMENT	\$8,336.00	\$20,306.47	\$14,809.66	\$358,339.00
2. YOUTH & FAMILY MINISTRY	\$27,093.55	\$107,287.30	\$124,002.22	\$638,861.00
3. OUTREACH & ADVOCACY	\$8,740.34	\$46,940.68	\$46,333.32	\$500,692.00
4. OFFICE OF THE BISHOP	\$239.62	\$239.62	\$327.98	\$89,783.00
6. GOVERNANCE	\$147,263.77	\$294,598.54	\$286,545.32	\$1,966,532.00
7. OTHER	\$76,221.29	\$147,881.43	\$149,146.66	\$977,574.00
Total Revenues	<u>\$267,894.57</u>	<u>\$617,254.04</u>	<u>\$621,165.16</u>	<u>\$4,531,781.00</u>
Expenses				
1. CONGREGATIONAL DEVELOPMENT	\$57,153.82	\$114,794.08	\$80,121.17	\$490,668.00
2. YOUTH & FAMILY MINISTRY	\$46,124.44	\$113,658.14	\$122,245.98	\$946,095.00
3. OUTREACH & ADVOCACY	\$18,055.18	\$28,198.85	\$33,955.74	\$512,980.00
4. OFFICE OF THE BISHOP	\$45,895.39	\$103,611.45	\$100,546.34	\$526,973.00
5. ADMINISTRATION & FINANCE	\$59,803.47	\$166,286.10	\$174,528.45	\$970,805.00
6. GOVERNANCE	\$27,562.49	\$51,187.60	\$48,875.00	\$298,700.00
7. OTHER	\$69,554.25	\$111,242.63	\$117,498.89	\$780,177.00
Total Expenses	<u>\$324,149.04</u>	<u>\$688,978.85</u>	<u>\$677,771.57</u>	<u>\$4,526,398.00</u>
Net Operating Total	(\$56,254.47)	(\$71,724.81)	(\$56,606.41)	\$5,383.00
Non-Operating Revenue				
CONGREGATIONAL DEVELOPMENT	\$0.00	\$0.00	\$0.00	\$14,428.00
YOUTH & FAMILY MINISTRY	\$102.00	\$279.00	\$0.00	\$22,224.00
OFFICE OF THE BISHOP	\$0.00	\$0.00	\$0.00	\$148.00
BISHOP'S RESTRICTED FUNDS	\$30.80	\$61.60	\$5,953.48	\$192,020.00
DIOCESAN OPERATIONS	\$0.00	\$0.00	\$0.00	\$21,325.00
CUSTODIAL FUNDS	\$0.00	\$0.00	(\$8,371.68)	(\$20,992.00)
RESTRICTED USE FUNDS	\$0.00	\$0.00	\$0.00	\$142,804.00
MISSION PROPERTIES	\$0.00	\$0.00	\$444.84	\$2,669.00
Total Non-Operating Revenue	<u>\$132.80</u>	<u>\$340.60</u>	<u>(\$1,973.36)</u>	<u>\$374,626.00</u>
Non-Operating Expenses				
CONGREGATIONAL DEVELOPMENT	\$0.00	\$0.00	\$3,784.54	\$12,356.00
BISHOP'S RESTRICTED FUNDS	\$15,343.17	\$29,399.80	\$19,976.68	\$192,020.00
CUSTODIAL FUNDS	\$203.95	\$407.82	\$1,480.00	\$25,525.00
RESTRICTED USE FUNDS	\$0.00	\$615.00	\$23,143.34	\$142,804.00
REVOLVING LOAN FUND	\$0.00	\$0.00	\$0.00	\$7,304.00
Total Non-Operating Expenses	<u>\$15,547.12</u>	<u>\$30,422.62</u>	<u>\$48,384.56</u>	<u>\$380,009.00</u>
Net Total	(\$71,668.79)	(\$101,806.83)	(\$106,964.33)	\$0.00

The Diocese of Rhode Island
Balance Sheet
March 2024

Accounts

Assets		
Current Assets		
Cash	2,619,470	
Receivables	42,812	
Revolving Loans	369,287	
Total Current Assets		3,031,569
Fixed Assets		
Land & Building	13,940,642	
Less Accumulated Depreciation	(4,159,631)	
Equipment	263,776	
Less Accumulated Depreciation	(227,168)	
Total Fixed Assets		9,817,618
Other Assets		
Investments (DIT)	33,797,715	
Total Other Assets		33,797,715
Total Assets		46,646,902

Liabilities, Fund Principal, & Restricted Funds		
Liabilities		
Reserves		127,800
Reserves Edwards Homes		4,206
Total Liabilities		132,006
Fund Principal		
Fund Balance	2,800,035	
Investment Fund Balance	34,298,415	
Property & Equip Fund Balance	9,416,446	
Total Fund Principal		46,514,896
Total Liabilities, Fund Principal, & Restricted Funds		46,646,902

The Diocese of Rhode Island
 Revenues & Expenses One Page
 March 2024

Accounts	MTD Actual	YTD Actual	YTD Budget	Annual Budget 2024
Revenues				
1. CONGREGATIONAL DEVELOPMENT	\$78,241.55	\$98,548.02	\$89,284.74	\$358,339.00
2. YOUTH & FAMILY MINISTRY	\$32,057.96	\$139,345.26	\$181,823.56	\$638,861.00
3. OUTREACH & ADVOCACY	\$65,217.39	\$112,158.07	\$125,172.98	\$500,692.00
4. OFFICE OF THE BISHOP	\$22,078.85	\$22,318.47	\$22,445.72	\$89,783.00
6. GOVERNANCE	\$207,746.60	\$502,345.14	\$491,632.98	\$1,966,532.00
7. OTHER	\$92,462.18	\$240,343.61	\$244,393.49	\$977,574.00
Total Revenues	<u>\$497,804.53</u>	<u>\$1,115,058.57</u>	<u>\$1,154,753.47</u>	<u>\$4,531,781.00</u>
Expenses				
1. CONGREGATIONAL DEVELOPMENT	\$14,348.29	\$129,142.37	\$120,548.42	\$490,668.00
2. YOUTH & FAMILY MINISTRY	\$64,905.31	\$178,563.45	\$184,697.86	\$946,095.00
3. OUTREACH & ADVOCACY	\$7,365.05	\$35,563.90	\$43,438.09	\$512,980.00
4. OFFICE OF THE BISHOP	\$22,755.63	\$126,367.08	\$142,633.59	\$526,973.00
5. ADMINISTRATION & FINANCE	\$27,783.14	\$194,069.24	\$253,767.06	\$970,805.00
6. GOVERNANCE	\$23,781.72	\$74,969.32	\$73,312.50	\$298,700.00
7. OTHER	\$92,964.98	\$204,207.61	\$178,592.66	\$780,177.00
Total Expenses	<u>\$253,904.12</u>	<u>\$942,882.97</u>	<u>\$996,990.18</u>	<u>\$4,526,398.00</u>
Net Operating Total	\$243,900.41	\$172,175.60	\$157,763.29	\$5,383.00
Non-Operating Revenue				
CONGREGATIONAL DEVELOPMENT	\$4,716.64	\$4,716.64	\$3,607.00	\$14,428.00
YOUTH & FAMILY MINISTRY	\$15,473.05	\$15,752.05	\$5,556.00	\$22,224.00
OFFICE OF THE BISHOP	\$185.29	\$185.29	\$37.00	\$148.00
BISHOP'S RESTRICTED FUNDS	\$38,535.10	\$38,596.70	\$47,962.31	\$192,020.00
DIOCESAN OPERATIONS	\$6,498.87	\$6,498.87	\$5,331.25	\$21,325.00
CUSTODIAL FUNDS	\$7,493.95	\$7,493.95	(\$5,248.02)	(\$20,992.00)
RESTRICTED USE FUNDS	\$35,730.82	\$35,730.82	\$35,701.00	\$142,804.00
MISSION PROPERTIES	\$0.00	\$0.00	\$667.26	\$2,669.00
Total Non-Operating Revenue	<u>\$108,633.72</u>	<u>\$108,974.32</u>	<u>\$93,613.80</u>	<u>\$374,626.00</u>
Non-Operating Expenses				
CONGREGATIONAL DEVELOPMENT	\$0.00	\$0.00	\$3,784.54	\$12,356.00
BISHOP'S RESTRICTED FUNDS	\$5,777.88	\$35,177.68	\$29,965.02	\$192,020.00
CUSTODIAL FUNDS	\$203.95	\$611.77	\$2,220.00	\$25,525.00
RESTRICTED USE FUNDS	\$44,595.00	\$45,210.00	\$34,715.01	\$142,804.00
REVOLVING LOAN FUND	\$0.00	\$0.00	\$0.00	\$7,304.00
Total Non-Operating Expenses	<u>\$50,576.83</u>	<u>\$80,999.45</u>	<u>\$70,684.57</u>	<u>\$380,009.00</u>
Net Total	\$301,957.30	\$200,150.47	\$180,692.52	\$0.00

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Summary
March 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Revenues				
1. CONGREGATIONAL DEVELOPMENT				
Congregational Development	21,184	21,184	0	84,737
Church Beyond the Walls	9,046	10,358	1,311	41,430
Diocesan Resource Fund				
Advent	0	0	0	0
Church of the Beloved	3,045	3,125	80	12,500
St. Mary's Church & Rectory EP Endowment, etc	17,400	0	(17,400)	0
	44,734	42,748	(1,986)	170,991
Total Diocesan Resource Fund	65,179	45,873	(19,306)	183,491
Discernment & Formation				
Commission on Ministry	0	232	232	928
Deacon Formation	0	0	0	1,200
Total Discernment & Formation	0	232	232	2,128
College&Creation Care Ministry	3,056	11,556	8,500	46,224
Education & Training	82	82	0	329
Total 1. CONGREGATIONAL DEVELOPMENT	98,548	89,285	(9,263)	358,339
2. YOUTH & FAMILY				
EPISCOPAL CONFERENCE CENTER				
GRANT HOUSE	135,925	176,520	40,595	617,247
YOUTH MINISTRY	3,420	3,729	308	14,914
	0	1,575	1,575	6,700
Total 2. YOUTH & FAMILY	139,345	181,824	42,478	638,861
3. OUTREACH & ADVOCACY				
GRANT PROGRAMS				
Episcopal Charities	102,555	115,570	13,015	462,280
Susan Hudson Endowment	9,475	9,475	0	37,900
Development Fund	0	0	0	0
Global Outreach/MDG	128	128	0	512
Eleanor Slater Center	0	0	0	0
Total GRANT PROGRAMS	112,158	125,173	13,015	500,692
Total 3. OUTREACH & ADVOCACY	112,158	125,173	13,015	500,692
4. OFFICE OF THE BISHOP				
EPISCOPATE SUPPORT				
COMMUNICATION REVENUE	21,673	21,673	0	86,691
	646	773	127	3,092
Total 4. OFFICE OF THE BISHOP	22,318	22,446	127	89,783
6. GOVERNANCE				
APPORTIONMENT INCOME	429,427	412,500	(16,927)	1,650,000
DIOCESAN CONVENTION	0	0	0	0
DIOCESAN OPERATIONS	72,918	79,133	6,215	316,532
Total 6. GOVERNANCE	502,345	491,633	(10,712)	1,966,532
7. OTHER				
EDWARDS HOMES				

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 March 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Rental Revenue	22,414	25,309	2,895	101,236
DIT Revenue	16,173	16,174	1	64,694
Other Revenue	0	0	0	0
Total EDWARDS HOMES	38,587	41,482	2,896	165,930
HALLWORTH HOUSE	200,582	200,335	(247)	801,340
CENTER FOR RECONCILIATION				
Grants	0	750	750	3,000
Donations	0	0	0	0
Miscellaneous	0	0	0	0
Program	0	0	0	0
Total CENTER FOR RECONCILIATION	0	750	750	3,000
PARISH FUNDS	0	0	0	0
DIOCESAN ALTAR GUILD	0	0	0	0
REVOLVING LOAN FUND	1,175	1,826	651	7,304
Total 7. OTHER	240,344	244,393	4,050	977,574
Total Revenues	1,115,059	1,154,753	39,695	4,531,781

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 March 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Expenses				
1. CONGREGATIONAL DEVELOPMENT				
Congregational Development	7,773	21,184	13,411	84,737
Church Beyond the Walls	9,963	10,358	394	41,430
Diocesan Resource Fund	66,526	45,873	(20,653)	183,491
Hispanic Ministry				
San Jorge	13,765	10,331	(3,434)	38,536
Iglesia de Ascension	13,070	13,069	(1)	52,274
Total Hispanic Ministry	26,835	23,399	(3,436)	90,810
Discernment & Formation				
Commission on Ministry	1,310	0	(1,310)	3,000
Deacon Formation	0	0	0	1,200
Total Discernment & Formation	1,310	0	(1,310)	4,200
College&Creation Care Ministry	13,300	18,500	5,200	74,000
Education & Training	3,434	1,235	(2,199)	12,000
Total 1. CONGREGATIONAL DEVELOPMENT	129,142	120,548	(8,594)	490,668
2. YOUTH & FAMILY MINISTRY				
Episcopal Conference Center				
Personnel	128,931	120,076	(8,855)	538,054
Program	15,211	16,419	1,208	195,306
Buildings & Grounds	29,555	38,858	9,303	154,016
Grant House	2,965	3,701	736	14,914
Capital Campaign	1,901	1,901	0	7,605
Total Episcopal Conference Center	178,563	180,955	2,391	909,895
City Camp	0	3,743	3,743	29,500
Youth Ministry	0	0	0	6,700
Total 2. YOUTH & FAMILY MINISTRY	178,563	184,698	6,134	946,095
3. OUTREACH & ADVOCACY				
Episcopal Charities				
Staff & Consultants	21,882	21,818	(64)	83,402
Operating Expenses	1,879	7,912	6,034	31,650
Campaign Expenses	594	553	(42)	13,228
Grants	10,000	6,304	(3,696)	334,000
Total Episcopal Charities	34,355	36,587	2,232	462,280
Susan Hudson Endowment	0	0	0	37,900
Development Fund	0	0	0	0
Global Outreach/MDG	0	6,859	6,859	12,800
Eleanor Slater Center	1,209	(8)	(1,217)	0
Companion Diocese	0	0	0	0
Total 3. OUTREACH & ADVOCACY	35,564	43,438	7,874	512,980
4. OFFICE OF THE BISHOP				
Bishop				

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Summary
March 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Salary, Housing, Benefits	48,785	64,016	15,231	205,014
Travel & Professional	6,919	3,943	(2,976)	15,771
Entertainment & Business	1,510	2,557	1,047	10,228
Chancellor's Conference	890	0	(890)	500
Bishop's Search Process	0	0	0	0
Deacons	1,678	1,116	(562)	1,479
Total Bishop	59,782	71,632	11,850	232,992
Bishop's Senior Staff				
Executive Assistant				
Salary, Housing, Benefits	26,058	24,823	(1,235)	92,897
Travel & Professional	2,935	0	(2,935)	1,256
Total Executive Assistant	28,993	24,823	(4,170)	94,153
Canon to the Ordinary				
Salary, Housing, Benefits	33,516	44,304	10,788	119,331
Travel & Professional	3,996	1,540	(2,455)	8,161
Total Canon to the Ordinary	37,512	45,845	8,333	127,492
Communications Director				
Salary, benefits	0	0	0	0
Travel & Professional	80	334	254	2,336
Consultants, Interns	0	0	0	70,000
Total Communications Director	80	334	254	72,336
Total Bishop's Senior Staff	66,585	71,001	4,417	293,981
Total 4. OFFICE OF THE BISHOP	126,367	142,634	16,267	526,973
5. ADMINISTRATION & FINANCE				
Personnel: Salary & Benefits				
Diocesan Administrator	15,771	14,457	(1,314)	53,235
Chief Financial Officer				
Salary & Benefits	47,097	45,373	(1,724)	170,245
Travel & Professional Expense	277	250	(27)	1,000
Total Chief Financial Officer	47,373	45,623	(1,751)	171,245
Consultants	1,665	13,258	11,593	53,030
Finance Director	33,569	31,872	(1,697)	119,019
Finance Bookkeeper	3,109	2,672	(436)	9,838
Maintenance Staff	32,767	31,500	(1,266)	94,082
Total Personnel: Salary & Benefits	134,254	139,381	5,128	500,449
Building & Grounds	30,164	28,225	(1,940)	109,757
Communications				
Communications Equipment	0	688	688	3,250
Website & Advertising	3,107	2,000	(1,107)	8,000
RISEN	400	0	(400)	1,350
Total Communications	3,507	2,688	(820)	12,600
Equipment	12,970	17,887	4,917	86,033

The Diocese of Rhode Island
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Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Office Expense	10,807	10,463	(344)	41,474
Other Expenses	2,367	55,123	52,756	220,492
Total 5. ADMINISTRATION & FINANCE	<u>194,069</u>	<u>253,767</u>	<u>59,698</u>	<u>970,805</u>
6. GOVERNANCE				
Governing Bodies				
Meetings	157	0	(157)	450
Total Governing Bodies	<u>157</u>	<u>0</u>	<u>(157)</u>	<u>450</u>
Diocesan Convention				
Program	1,500	0	(1,500)	5,000
Total Diocesan Convention	<u>1,500</u>	<u>0</u>	<u>(1,500)</u>	<u>5,000</u>
Triennial General Convention	4,125	4,125	0	16,500
Episcopal Church Assessment	66,750	66,750	0	267,000
Province 1 Synod Assessment	2,438	2,438	0	9,750
Diocesan Memberships & Dues	0	0	0	0
Total 6. GOVERNANCE	<u>74,969</u>	<u>73,312</u>	<u>(1,657)</u>	<u>298,700</u>
7. OTHER				
Edwards Homes				
Building & Grounds	39,415	39,707	292	158,828
Other Expense	1,750	1,775	25	7,102
Total Edwards Homes	<u>41,165</u>	<u>41,483</u>	<u>317</u>	<u>165,930</u>
Hallworth House	162,375	127,127	(35,248)	570,763
Center for Reconciliation				
Salaries & Benefits	0	0	0	0
Administrative Expenses	0	750	750	3,000
Program Expenses	0	0	0	0
Total Center for Reconciliation	<u>0</u>	<u>750</u>	<u>750</u>	<u>3,000</u>
Salary Adjustment Pool	0	8,566	8,566	31,815
Bad Debt Apportionment	0	0	0	6,000
Diocesan Altar Guild	0	0	0	0
Depreciation - Property	667	667	0	2,669
Total 7. OTHER	<u>204,208</u>	<u>178,593</u>	<u>(25,615)</u>	<u>780,177</u>
Total Expenses	<u>942,883</u>	<u>996,990</u>	<u>54,107</u>	<u>4,526,398</u>
Net Operating Total	172,176	157,763	(14,412)	5,383

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 March 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Non-Operating Revenue				
CONGREGATIONAL DEVELOPMENT				
Congreg Develop - Parishes	0	0	0	0
Congreg Develop - Missions	0	0	0	0
Diocesan Resource Fund	1,046	0	(1,046)	0
Mudrak Fund	3,089	3,089	0	12,356
Commission on Ministry	581	518	(63)	2,072
College Ministry & Chaplaincy	0	0	0	0
Education & Training	0	0	0	0
Total CONGREGATIONAL DEVELOPMENT	4,717	3,607	(1,110)	14,428
YOUTH & FAMILY				
Episcopal Conference Center	15,752	5,556	(10,196)	22,224
Grant House	0	0	0	0
Total YOUTH & FAMILY	15,752	5,556	(10,196)	22,224
OUTREACH & ADVOCACY				
Episcopal Charities	0	0	0	0
Millenium Development Goals	0	0	0	0
Total OUTREACH & ADVOCACY	0	0	0	0
OFFICE OF THE BISHOP				
Episcopate Support	0	0	0	0
Canon to the Ordinary	185	37	(148)	148
Total OFFICE OF THE BISHOP	185	37	(148)	148
BISHOP'S FUNDS				
Bishop's Discretionary Fund	5,064	11,404	6,340	45,787
Shippee Fund	23,825	23,825	0	95,300
Gammell Fund	0	2,750	2,750	11,000
Dunning Trust	1,214	1,490	276	5,960
McSparren Lee Fund	8,494	8,493	(1)	33,973
Total BISHOP'S FUNDS	38,597	47,962	9,366	192,020
COMMUNICATION				
	0	0	0	0
DIOCESAN OPERATIONS				
	6,499	5,331	(1,168)	21,325
CUSTODIAL FUNDS				
Parish Funds	1,003	0	(1,003)	0
Hallworth House	0	(11,629)	(11,629)	(46,517)
Church Trust Funds	2,247	2,136	(110)	8,545
Edwards Homes	0	0	0	0
Old Narragansett Church	4,244	4,245	1	16,980
Total CUSTODIAL FUNDS	7,494	(5,248)	(12,742)	(20,992)
RESTRICTED USE FUNDS				
Sacred Music Fund	1,016	986	(30)	3,944
Retired Clergy Families	34,715	34,715	0	138,860
Total RESTRICTED USE FUNDS	35,731	35,701	(30)	142,804

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Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
REVOLVING LOAN FUND	0	0	0	0
MISSION PROPERTIES	0	667	667	2,669
Total Non-Operating Revenue	<u>108,974</u>	<u>93,614</u>	<u>(15,361)</u>	<u>374,626</u>

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 March 2024

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2024
Non-Operating Expenses				
CONGREGATIONAL DEVELOPMENT				
Mudrak Fund (Hearing Impaired)	0	3,785	3,785	12,356
Total CONGREGATIONAL DEVELOPMENT	0	3,785	3,785	12,356
BISHOP'S RESTRICTED FUNDS				
Bishop's Discretionary Fund	14,298	5,250	(9,048)	45,787
Shippee Fund	11,629	21,965	10,336	95,300
Gammell Fund	0	2,750	2,750	11,000
Dunning Trust	0	0	0	5,960
McSparren Lee Fund	9,250	0	(9,250)	20,102
Total BISHOP'S RESTRICTED FUNDS	35,178	29,965	(5,213)	178,149
CUSTODIAL FUNDS				
Parish Funds	0	0	0	0
Church Trust Funds	0	0	0	8,545
Old Narragansett Church	612	2,220	1,608	16,980
Total CUSTODIAL FUNDS	612	2,220	1,608	25,525
RESTRICTED FUNDS				
Sacred Music Fund	388	0	(388)	3,944
Retired Clergy & Families	615	0	(615)	0
Total RESTRICTED FUNDS	1,003	0	(1,003)	3,944
REVOLVING LOAN	0	0	0	7,304
Total Non-Operating Expenses	80,999	70,685	(10,315)	380,009
Net Total	200,150	180,693	(19,458)	0